

2014-15 Differentiated Pay Plan Submission Template

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	<p><i>The district will offer a bonus in the hard-to-staff areas as needed per school year. This may include, but not limited to, positions in secondary math, foreign language and Special Education. The district will determine the positions in late April, early May of each school year.</i></p>	<p><i>The award will be given as a three-part bonus. \$1,000 at the end of 1st year and an additional \$1,000 at end of the 2nd and 3rd school year when evidence of satisfactory evaluation results is also available.</i></p>	<p><i>This award will be available to new teachers to the district. The district typically hires 5-7 positions per school year in a hard to staff area.</i></p>	<p><i>The estimated total for this is \$21,000 (7 teachers at \$3,000 each over the course of 3 years).</i></p>	<p><i>This award makes up less than 1% of the district's annual salary costs.</i></p>
Additional Instructional Roles or Responsibilities	<p><i>The district will further its implementation of Mentor Teachers through the creation of a Mentor leadership role.</i></p> <p><i>Highly effective teachers (scores of 4 or 5) will receive a stipend to mentor level 1 & 2 existing</i></p>	<p><i>The award will be given yearly in the form of a \$500 per mentee stipend.</i></p>	<p><i>Any teacher who receives a 4 or 5 on their evaluation would be eligible to apply for the position. District and school leaders will then screen for additional qualities such as</i></p>	<p><i>The estimated cost of these awards is \$30,000.</i></p>	<p><i>This award makes up less than 1% of the district's annual salary costs.</i></p>

	<i>teachers.</i>		<i>leadership and mentoring skills.</i> <i>There will be an approximate total of 24 Mentor leaders in the district:</i> <ul style="list-style-type: none"> - 6 at the high schools, - 6 at the middle schools, - 12 at the elementary schools. 		
<i>Education</i>	<i>The district will continue to include Bachelor's, Master's, Master's +30, Ed. S, and Doctorate degrees for eligible base pay compensation as shown in the attached 2013 - 2014 salary schedule</i>	<i>Degrees will be awarded with base pay increase.</i>	<i>The district currently has 36% of its teachers with a Master's Level, 4% Master's +30, 4% Ed.S, and 1% Doctorate.</i>	<i>This estimated total cost of this element is \$710,000 per year.</i>	<i>This will comprise about 5% of district salary expenditures.</i>
<i>Experience</i>	<i>CTE – Will receive experience compensation based on their years of previous industry experience in their field.</i>	<i>The compensation will be given as a base pay increase.</i> <i>Each step in the scale is a \$672 increase.</i>	<i>21 teachers are currently teaching CTE classes and would be eligible. Currently we estimate that 5 teachers will receive this award.</i>	<i>\$20,000</i>	<i>This experience payment makes less than 1% of the districts expenditures on salary.</i>

	<table><tr><td><i>Years Industry Experience</i></td><td><i>=</i></td><td><i>Years of Teaching Exp.</i></td></tr><tr><td><i>0 – 3</i></td><td><i>=</i></td><td><i>1</i></td></tr><tr><td><i>4 – 6</i></td><td><i>=</i></td><td><i>2</i></td></tr><tr><td><i>7 – 10</i></td><td><i>=</i></td><td><i>3</i></td></tr><tr><td><i>11 – 13</i></td><td><i>=</i></td><td><i>4</i></td></tr><tr><td><i>14 +</i></td><td><i>=</i></td><td><i>5</i></td></tr></table>	<i>Years Industry Experience</i>	<i>=</i>	<i>Years of Teaching Exp.</i>	<i>0 – 3</i>	<i>=</i>	<i>1</i>	<i>4 – 6</i>	<i>=</i>	<i>2</i>	<i>7 – 10</i>	<i>=</i>	<i>3</i>	<i>11 – 13</i>	<i>=</i>	<i>4</i>	<i>14 +</i>	<i>=</i>	<i>5</i>				
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<i>Experience</i>	<p><i>The district will continue to award step increases for each year of experience until year 18.</i></p> <p><i>The attached salary schedule contains proposed amounts.</i></p>	<p><i>Each teacher will earn a yearly step increase for years of experience until year 18.</i></p>	<p><i>All teachers are eligible until they reach year 18.</i></p>	<p><i>The average step increase in the district is \$672 per year. The estimated cost is \$300,000</i></p>	<p><i>This experience payment makes up 2% of the districts expenditures on salary.</i></p>																		

II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule.

Teacher Salary Schedule FY 2013-2014					
<u>Years of Experience</u>	<u>BS</u>	<u>MA</u>	<u>MA+30</u>	<u>EdS</u>	<u>Dr</u>
0	33,589	36,948	39,635	42,322	45,009
1	34,261	37,620	40,307	42,994	45,681
2	34,933	38,291	40,979	43,666	46,353
3	35,604	38,963	41,650	44,337	47,025
4	36,276	39,635	42,322	45,009	47,696
5	36,948	40,307	42,994	45,681	48,368
6	37,620	40,979	43,666	46,353	49,040
7	38,291	41,650	44,337	47,025	49,712
8	38,963	42,322	45,009	47,696	50,384
9	39,635	42,994	45,681	48,368	51,055
10	40,307	43,666	46,353	49,040	51,727
11	40,979	44,337	47,025	49,712	52,399
12	41,650	45,009	47,696	50,384	53,071
13	42,322	45,681	48,368	51,055	53,742
14	42,994	46,353	49,040	51,727	54,414
15	43,666	47,025	49,712	52,399	55,086
16	44,337	47,696	50,384	53,071	55,758
17	45,009	48,368	51,055	53,742	56,430
18	45,681	49,040	51,727	54,414	57,101

2. Describe how you will allocate any future state funding increases (i.e., FY13 1.5% increase in the BEP instructional component). Will increases be: 1) applied across-the-board, 2) allocated towards differentiated pay, or 3) a combination of both?
- **The FY13 1.5% increase will be distributed as a \$400 bonus paid out to all certified employees in June 2014. This amount will be proposed at an across-the board pay increase in the 2014-2015 salary schedule. Future increases will be allocated in a combination to both allocate towards more differentiated pay options and across the board increases.**

III. Eligibility and Stakeholder Engagement (Optional Section)

While this section is optional, the information provided will help the department to be able to provide continued support and assistance to districts in implementing their differentiated pay plans.

1. Provide a list of eligibility rules (i.e., attendance requirements, retirement or transfer policies, etc.) for the differentiated pay plan elements or additional roles/responsibilities outlined in the plan.
2. Include a description of how the district engaged teachers or other stakeholders in the development of the differentiated pay plan.
3. Does the district plan to expand or grow its differentiated pay plan in future years? If so, what types of changes or expansions are you considering to your differentiated pay plan or salary schedule?

Appendix A: Common Differentiated Pay Definitions

1. Base pay (base salary): An individual's salary excluding any additional compensation in the form of bonuses, stipends, or supplements for additional work or responsibilities.
2. Bonus/stipend: Additional compensation for a pre-defined set of criteria. Bonus and stipend pay are awarded in addition to or "on top of" an individual's base pay. Bonuses/stipends are one-time payments awarded for a specific role, additional responsibility, or achievement of particular criteria. Bonuses and stipends are not a part of base salary and do not become a reoccurring part of an individual's compensation.
3. Traditional salary schedule (or step and lane schedule): A salary schedule that uses years of experience and education levels exclusively to determine educator's increases in base pay. Traditional schedules may follow the same structure as the state minimum salary schedule. Salary schedules that modify the amount of the step increases given for experience or change the structure of the education lanes may still be considered a traditional schedule as long as they meet or exceed the relevant state minimums.
4. Alternative salary schedule¹: A salary schedule that uses some other component, often a performance measure, in addition to or in place of education and experience to determine base pay. A schedule where an educator's evaluation score is used to determine the amount of his or her yearly base pay increase is an example of an alternative salary schedule. Alternative salary schedules are subject to State Board of Education approval.
5. Opt-in/opt-out provision: Individuals are provided with the choice to participate in a program. This provision is most often associated with alternative salary schedules and is not a required provision.

¹ If you are unsure as to whether your plan is a traditional salary schedule or an alternative salary schedule, please contact Laura.Encalade@tn.gov.